

EUROPEAN ONCOLOGY NURSING SOCIETY
FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2011

Registered Charity Number: 802484

haysmacintyre
Chartered Accountants
Registered Auditors
London

EUROPEAN ONCOLOGY NURSING SOCIETY

YEAR ENDED 31 MARCH 2011

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EUROPEAN ONCOLOGY NURSING SOCIETY

REFERENCE AND ADMINISTRATIVE INFORMATION

BOARD MEMBERS (AND TRUSTEES)

Sultan Kav (Turkey)	President
Sara Faithfull (UK)	Past President
Birgitte Grube (Denmark)	President Elect
Kay Leonard (Ireland)	Treasurer
Ulrika Östlund (Sweden)	Board Secretary
Françoise Charnay Sonnek (France)	Board member
Daniel Kelly (UK)	Board member
Anita Margulies (Switzerland)	Board member
Dimitrios Papageorgiou (Greece)	Board member
Mary Wells (UK)	Board member

EXECUTIVE DIRECTOR

Clair Watts

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EUROPEAN ONCOLOGY NURSING SOCIETY

REPORT OF THE BOARD OF TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2011

The Board of Trustees submits its report together with the financial statements for the year ended 31 March 2011. This report is prepared in accordance with the Charities Act 1993 and the Statement of Recommended Practice *Accounting and Reporting by Charities* (SORP 2005), issued in March 2005 by the Charity Commission, and applicable accounting standards.

The financial statements are prepared in euros which are considered to be the functional currency of the charity.

REFERENCE AND ADMINISTRATIVE INFORMATION

Names of the trustees, the address of the Secretariat and details of the charity's advisers are given on page 1.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The European Oncology Nursing Society (EONS), founded in 1984, comprises individual cancer nurses, national oncology nursing societies and institutions and agencies in Europe involved in cancer care. Through 31 national oncology nursing societies from 29 European countries and 17 institutions and agencies who are members of EONS, approximately 20,000 cancer nurses are represented. Another 152 individual nurses are members of the society. EONS had 11 sustaining industry members in 2010-2011.

Membership fees for the cancer nursing societies were reduced in 2010-11 for those societies located in and representing nurses from lower GDP countries. Those countries whose GDP was 75% or less than the European average (as provided by Eurostat) had their membership fee reduced by that same percentage. This decision was approved by the Executive Board, Advisory Board and General meeting. It was designed to ensure that as many nurses as possible retained access to EONS information and networking channels, despite the financial crisis seriously affecting the incomes of the member societies. For the remaining Societies, the fee was increased slightly but still remains at a very low rate, typically €360-900 per year. This was the first rise in fees for more than 6 years. The membership fee for individual nurses was also raised from €29 to €35, yet remains at a low rate. These fee rates make access to the society, and all of its knowledge, essentially open to all European cancer nurses.

EONS is governed by an Executive Board. The current members of the Executive Board are the Trustees of the charity. They are listed on page 1. During the previous year an election had been held to fill the role of President-Elect. Clearly defined election processes were developed and shared with the full membership in advance of the election process to aid transparency and retain member trust in the open process. Candidates were invited from the full membership and votes were cast by the voting members. The result was approved at the April 2011 General Meeting and Mrs Birgitte Grube was appointed to the role of President-Elect. More governance information can be found here:

http://www.cancernurse.eu/about_eons/organisation.html

On joining, new Trustees are given "welcome" packs, which include the EONS constitution, by-laws, conflicts of interest declarations, Charity Commission Trustee pack, details of activities as well as the Board member role descriptions / responsibilities documents. In addition, Board members are briefed on their role annually. Joint working with and between Board members and staff is facilitated by an EONSconnect, where information, images and documents can be posted for all to see and use. This tool aids Board members in working remotely and encourages Trustee participation in the charity's decision-making and project management. In 2011, the EONSconnect functionality was reviewed and found to be in need of updating. A SharePoint system with enhanced capabilities was commissioned and introduced.

During the reporting period, the Trustees gave of their time freely and received only reimbursement for actual travel costs incurred to attend the four European Board meetings per year plus one annual congress. No honoraria or bursaries were paid for their expertise. In addition they managed working groups, projects and other congress activities on an *ad hoc* voluntary basis as appropriate to their skills and time availability.

The Executive Director role remained a part-time post providing day-to-day management of the activities of the Society as well as leadership and strategic direction for all financial resources and promotion of the society. As a member of the senior management team, the post holder was accountable for financial information and direction to enable the Executive Board to maintain a financially viable position for the society.

EUROPEAN ONCOLOGY NURSING SOCIETY

REPORT OF THE BOARD OF TRUSTEES (continued)

FOR THE YEAR ENDED 31 MARCH 2011

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

In addition to the Executive Director, a second part-time staff member, Mr Rudi Brike, remained employed as Office Manager. The team had been increased over the past 2 years, through the use of 5 self-employed experts working on a part-time project basis, to include a:

- Bookkeeper,
- Website & SharePoint manager,
- Magazine production editor,
- Magazine design editor & photographer,
- Magazine medical editor.

Congress management services continued to be purchased from an external provider, ECCO, a Belgian-based not for profit association established to assist cancer NGOs.

Strategic Development

The European Oncology Nursing Society is an independent, not for profit pan-European organization dedicated to the support and development of cancer nurses. We develop projects that enhance nurses' skills, provide opportunities for networking and sharing of good practice, as well as raise the profile of European cancer nursing across Europe. Oncology nurses are central to the care received by cancer patients and their families and our activities focus on educating, supporting and empowering them, therefore enabling them to provide the best possible patient care.

The Society recognizes the diverse aspects of nursing across Europe and strives to work towards equitable basic training and continuing education for nurses in the area of cancer nursing. To this end, EONS enhances educational programs through an accreditation programme, initiates clinical projects and provides support for nursing research. The activities of EONS are directed toward empowering cancer nurses to attain due recognition as specialists.

The strength of EONS comes from its co-operation with a wide range of multi-disciplinary, multi-professional and patient organizations with which it collaborates. This enables EONS members to optimize the nursing contribution to cancer care in Europe - a goal which can only be achieved through effective two-way engagement.

By working collaboratively with cancer and healthcare organisations from around the globe, EONS delivers its CARE strategy through high-profile networking events, accredits and develops post-degree European education programmes, offers mentoring grants as well as builds clinical research projects with and for its Members. Through our topical congresses, we also provide a forum where oncology nurses, especially those working in developing countries, can stay connected to the latest developments and ensure that their current and future needs are met. EONS also brings the European oncology nurse's unique, practical viewpoint to the education, research and policy debates. EONS, therefore, acts as a platform, giving voice to oncology nurses needs, and offers them the opportunity to develop their skills such that they can shape a healthier future for European citizens.

With this background in mind, the EONS Executive Board, supported by agreement from its Advisory Council and General Meeting, sets the organization's strategic direction and develops its yearly activity plans.

In February 2010, the Executive Board reviewed and updated its five year strategy. In February 2011, the Board revisited that strategy to check progress. The resulting organizational direction is shown below:

Vision

Moving forward together to realize the potential of cancer nursing across Europe.

Mission

The EONS mission is to promote a healthier future for people affected by cancer, ensuring that they will benefit from the care of well educated, perceptive and proficient cancer nurses.

EUROPEAN ONCOLOGY NURSING SOCIETY

REPORT OF THE BOARD OF TRUSTEES (continued)

FOR THE YEAR ENDED 31 MARCH 2011

Values

- Inclusive
- Supportive
- Credible
- Practical
- Effective

CARE Strategy

The review focused on assessing the changing needs of cancer nurses and the changing environment in which they work. The CARE strategy foundations are:

Communication
Advocacy
Research
Education

These provide the framework for the activities that EONS develops. The CARE strategy allows translation of the vision and mission into defined activities that meet the needs of nurses. The amended strategic framework is shown below.

Communication

Promoting a sense of community amongst cancer nurses across Europe is a central aim of the work of EONS and communication is central to this process. Communities commonly have shared values, goals and experiences and we believe cancer nurses benefit from having a shared voice and a focus for their individual and professional ambitions through EONS. By communicating effectively we will ensure that nurses are able to access relevant information and support as well as share their concerns and achievements. As a result, EONS will promote collaborative working with our members, associated societies, user group representatives and supporters for the benefit of all.

Advocacy

EONS promotes nursing in European health policy, raising awareness of the role of oncology nurses in the delivery of high quality cancer services. The society promotes leadership at European, national and local level to strategically influence, health care delivery and the development of nursing within cancer care.

Research

EONS supports a range of research projects to ensure that the practice of European cancer nurses is informed by the most rigorous and up to date and evidence available. EONS aims to ensure that the profile of oncology nursing research is increased throughout Europe and encourages practitioners to become researchers with support in funding, mentoring, publication and dissemination of results.

Education

EONS is committed to educational initiatives which enable cancer nurses to develop new skills and knowledge for practice, relevant to 21st century cancer care. EONS educational projects, toolkits and guidelines offer cancer nurses practical evidence and guidance on best practice, which can be used to improve quality outcomes for patients. In short, EONS ensures that European cancer patients and their families will benefit from the care of well educated, perceptive and proficient cancer nurses.

More information on the EONS strategy can be found here: http://www.cancernurse.eu/about_eons/strategy.html

In order to ensure that the strategy is appropriate and the activities derived from it valuable, the EONS Advisory Council and the EONS Executive Board meet annually in Brussels in November. In this reporting period the meeting took place on 19 November. Further, all members meet annually at the EONS General Meeting, held in conjunction with its annual congress. In 2010, this meeting took place on 16 April in The Hague, The Netherlands.

The discussions undertaken at these time points, together with several open communication tools, surveys and contacts throughout the year ensure that the Executive Board is able to concentrate its resources on the implementation of activities that best meet the needs of its membership and thereby deliver the best help possible to European patients.

EUROPEAN ONCOLOGY NURSING SOCIETY

REPORT OF THE BOARD OF TRUSTEES (continued)

FOR THE YEAR ENDED 31 MARCH 2011

CARE Strategy (continued)

Another key development in 2010-11 was the agreement with its members that EONS should become a ‘society of societies’. This agreement meant that members of their national society would automatically become an EONS member. As the membership fee did not change, this meant that national societies could offer free European membership of EONS as an added bonus when their members purchased national membership. In addition, several very significant further benefits were identified for the new members by this model: (i) ability to offer them reduced registration fees at both EONS Spring and EMCC congresses, (ii) ability to offer them direct emailing of news updates (iii) direct access to EONS education programmes & e-learning (no need purchase individual membership). For EONS the benefits were hoped to be enhanced linkages with national societies, increased access to new active nurses engaged on projects, a more satisfied membership and maintenance of the EMCC congress income due to the ability to identify EONS nurse attendees.

2010-2011 also saw the decision to pilot the move of the Advisory Council meetings around Europe instead of hosting them in Brussels, Belgium. The meeting would be extended to include a half day clinical visit e.g. to a specialist hospital or teaching centre. The process would be feasibility tested by the Executive Board meeting scheduled for Ankara on 6 & 7 May. The visit would include a social engagement with the Turkish national oncology nursing society, a tour of the national cancer hospital and meetings with Baskent University management. If successful, the national societies would be invited to host a similar programme in November 2012.

Risk assessment

The Trustees have examined the principal areas of the Society’s operations and carried out a formal risk assessment in accordance with Charity Commission guidance. It was agreed that a more in depth risk assessment activity would need to be schedule for the next financial year. The Board considered the major risks faced in each of the areas of organisational activity and established what action, if any, needed to be taken to mitigate these risks.

The Society takes appropriate professional advice when necessary.

EONS Sustaining Members

Collaboration with the pharmaceuticals industry through the provision of a sustained membership makes it possible to fund the production of the EONS magazine for distribution to nurses throughout Europe as well as allocate awards, run small workshops to develop new education materials, award travel grants to nurses to attend key events and offer prizes in recognition of achievement.

In 2010-2011 EONS granted sustained membership to Amgen Europe, Astra Zeneca, GlaxoSmithKline, Hoffmann la Roche, Merck KaAG, Novartis oncology Nycomed, Pfizer, Sanofi Aventis and Spopharm. EONS acknowledges their generous support of the Society in their role as sustaining members.

On 19 May 2011, the Executive Board agreed to establish four expert Working Groups (WGs) corresponding to the CARE strategy. Each working group would be co-chaired by two Board members with the group membership being drawn from EONS member societies and individual members. The WGs would be responsible for providing expert input to Executive Board requests; coordinating the work of their assigned Task Groups (TGs) as well as considering the linkages between the CARE areas. This development ensured that Board members not only had access to expert input when taking decisions but also had easy access to members’ views.

As outlined above, the activities of the society are set by the Executive Board. The Board is informed of nurse needs through a variety of mechanisms, as listed above. In addition to the tools mentioned, one additional tool was introduced in 2010-2011 to aid closer working between the member societies and the Executive Board members; dedicated Executive Board-Member Society contacts. Every national cancer nursing society was allocated a specific Board member contact. Each Board member agreed to forge a personal relationship between themselves and the 3-4 Societies allocated to them. For each Board member this meant targeting society attendees at Advisory Council meetings or congresses, potentially speaking at national society symposia or speaking with the society Board to discuss their needs, expectations and their contributions to EONS work. It is hoped that this new Board member responsibility will yield stronger relationships between EONS and its members, improved expectations on both sides as well as enhanced confidence for the Board when taking funding decisions aimed at meeting members’ needs.

EUROPEAN ONCOLOGY NURSING SOCIETY

REPORT OF THE BOARD OF TRUSTEES (continued)

FOR THE YEAR ENDED 31 MARCH 2011

In alignment with the development of the CARE strategy, four expert Working Groups (WGs) were established to provide expert advice to the Board in the four focused areas as well as areas where the disciplines overlapped. The first step for the WGs was the establishment of a group of active individuals that represented pan-European expertise as well as the definition of the terms of reference (ToR) for group working. This included the scope of work, the structure of the group membership as well as its working processes.

EONS projects and activities (terms Task Groups) were then assigned to one of the 4 WGs i.e. the one that best suited the work. It was clear that the responsibility for a given Task Group might change during the life of the project. For example, a study to better understand management of a symptom might start with a research survey to understand needs then develop an educational tool to improve poor practice before needing to share that tool with nurses using EONS communications outlets. In such a case 3 WGs would become engaged with the work of that project building a sense of increased ownership for all involved.

Membership of the groups as well as their ToR, WG activities and Task Group activities can be found on the EONS website: http://www.cancernurse.eu/about_eons/workingandtaskgroups.html

To obtain further information on EONS and its activities, please contact the EONS Secretariat (eons.secretariat@cancernurse.eu) or visit the society website (www.cancernurse.eu). The website has become the main first point of contact for anyone wishing to learn about the work of the society. It has been founded on the ethos that almost all updates should be available on the public website and not hidden in a members-only area. It is updated almost daily and as such is an excellent source of information on the latest opportunities for members, progress with projects and topics of interest to cancer nurses across Europe.

HIGHLIGHTS AND ACHIEVEMENTS

EONS Spring Convention

EONS organises a Nursing Conference (Spring Convention) once every two years. This provides oncology nurses with have an opportunity to meet their peers from around Europe every year to build a strong support network, share best practice and learn about new technologies. The EONS Spring Convention 2010 was held in The Hague, The Netherlands from 15-16 April 2010 with 611 participants from 35 countries. Previous EONS Spring Conventions were held in Belgium (1998), Czech Republic (2000), Italy (2002), UK (2004), Austria (2006) and Switzerland (2008).

Travel awards were made towards the costs of attending the EONS-7 congress in the Hague, the Netherlands for 21 nurses from member Societies and 13 individual nurse members. EONS thanks Amgen for sponsoring these awards.

In even numbered years EONS nurses develop the Oncology Nursing Track programme for the European Multi-disciplinary Cancer Congress programme as well as contributing the nursing voice to the Symptom Science, Onco-Policy and Education Tracks. In 2010-2011, EONS nurses prepared the scientific programmes for the tracks of the European Multidisciplinary Cancer Congress, scheduled for Stockholm in September 2011.

EONS Newsletter

EONS communicates regularly with its members through a variety of tools and services. The quarterly newsletter examines a different theme in each edition, providing a library of resources that builds with time. In 2010-2011 the themes were Education (Spring 2010), Radiotherapy Care (Summer 2010), Palliative Care (Autumn 2010), and European Healthcare Policy (Spring 2011). The newsletter can be downloaded direct from this site: http://www.cancernurse.eu/communication/eons_magazine.html

EUROPEAN ONCOLOGY NURSING SOCIETY

REPORT OF THE BOARD OF TRUSTEES (continued)

FOR THE YEAR ENDED 31 MARCH 2011

HIGHLIGHTS AND ACHIEVEMENTS (continued)

EONS NGO engagements

In 2010-2011 EONS established memoranda of understanding and collaborated with several societies (selected key engagements listed):

ONS	on the Europeanization of symptom management education toolkits
ESO	in MSc Masterclass courses, development of e-grandrounds, participation on scientific Board
MASCC	on guideline development, joint session at congress
ISNCC	on internationalising education materials, on tobacco cessation project, participation on Board
EANO	in joint session at congress, sharing e-learning materials
EBMT	on a bone health education programme
SIOPE	on a joint doctor/nurse mentoring project,
ECCO	in congresses, education and policy development, participation on Board & other committees
ECPC	in joint conference and workshop sessions.
EAU-N	on a prostate cancer project & bone health education programme,
Europa Uomo	on a prostate cancer project
ESNO	on a project to understand cancer nurses educational needs across Europe,
ESMO	to develop a joint clinical guideline
EHMA	engaging in congress programme & sharing training events

Through these collaborations EONS is able to deliver higher quality specialised products at lower costs thereby freeing up funds to support additional activities whilst increasing the visibility of the society and building stronger network with its NGOs.

EONS Education

The Post-basic Curricula in Breast Cancer Care and Lung Cancer Care were developed and launched at the end of 2009 at the EMCC congress in Berlin. In April 2010, during the EONS Spring Convention, two workshops were run to deliver these training courses to nurses. Both were extremely well-attended and scored highly on the congress attendee assessments. As a result, the Executive Board reviewed the purpose of the EONS Spring Convention and made changes to the format of the programme to include significantly more 'hands-on' learning at the event and drive it towards becoming an education-only event in time for 2014. The breast care curriculum was translated into German and French in 2011.

The target courses provide nurses with fundamental education on the targeted therapies in use for the treatment of cancers. Workshops delivered by national oncology nursing societies continued to deliver this re-launched updated, EONS education programme. Translations into languages beyond the English language core document are anticipated for the next year.

Country	Date	Participants
Austria	15/16 October 2010	16
	20/21 May 2011	20
Bulgaria	April 2011	35
Ireland	7 October 2011	40
Netherlands	11-18-20 January 2011	50
Portugal	September 2010	35
Sweden	25 November 2010	16
Switzerland	June 2010	25
	May 2011	20
Turkey	December 2010	18
UK	June 2010	20
	September 2010	19
	June 2011	15

To learn more about the target training programme: <http://www.cancernurse.eu/education/target.html>

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REPORT OF THE BOARD OF TRUSTEES (continued)

FOR THE YEAR ENDED 31 MARCH 2011

HIGHLIGHTS AND ACHIEVEMENTS (continued)

EONS, Eusoma, ESSO training programme: a multi-partner funded training programme in diagnosis, pathology, surgery, radiotherapy, medical oncology and nursing for young specialized health professionals dealing with breast cancer. Six nurses were trained.

The BREATHE second part of the e-learning education project was delivered in 2010-11. The second part is the development of a curriculum and content for web based distance learning materials and the testing and evaluation through a pilot programme.

It was agreed that a joint ESO-EONS Masterclass would be developed for 2011-12. The Masterclass offers master's level specialist clinical nurses an intensive 5-day training programme in the latest oncology techniques. The course would be run in collaboration with the equivalent medical oncologists training programme in Ermatingen, Switzerland. It was anticipated that approximately 25 nurse training places could be funded.

EONS Education

Clinical guidelines are frequently reviewed and amended. In 2007, both the European Organisation for Research and Treatment of Cancer (EORTC) and the Multinational Association of Supportive Care in Cancer/International Society of Oral Oncology (MASCC/ISOO) completed updates of their clinical guidelines for the Treatment of chemotherapy-associated complications: anaemia, neutropenia and oral mucositis. To help understand these new guidelines updates, EONS has developed a comprehensive online Guidelines Implementation Toolkit, which gives a practical guide to the new guidelines and advice on how to implement the new recommendations in your day to-day practice. The toolkit has six sections. The Guidelines Implementation Toolkit is available in a flexible and interactive format.

The development of these curricula, guidelines, workshops, masterclasses and online learning tools ensures that nurses are able to keep abreast of the latest therapies and the practical implementation of optimal treatment regimes in a fast-changing clinical environment. Access to the courses and materials is either free to members (membership fees are low) or is set at a cost-neutral level, making it essentially accessible to all cancer nurses.

EONS accreditation

The end of 2010 saw the start of a programme of review for the accreditation programme. Options to consider creating a spin-out stand-alone review council were under discussion. Through the accreditation of education courses the quality of nursing care can be raised across Europe increasing the effectiveness of treatments and thereby helping to reduce the effect of disparities in access to the latest, expensive treatments – for this reason it represents an important part of EONS work.

In this reporting period 17 accreditations were approved of which there were 5 educational events, 2 conferences/congresses, 5 symposia, 2 education programmes of study and 3 distance learning events. Most applications were in English (10) followed by applications in German language (4 Switzerland, 3 Germany). Seven applications came from educational organisations, 7 from oncology institutes/organisations, 2 from pharmaceutical companies and 1 from a

health organisation. To learn more about the accreditation process follow this link:

http://www.cancernurse.eu/education/about_accreditation.html

EONS awards & grants

Four awards were made in 2010-11.

Distinguished merit award 2011 – Eileen Furlong, Ireland – For her work on studies of families, especially the effects on children, where the mother has cancer.

Novice researcher award - Beate Senn, Switzerland - “Creating and validating a patient-reported outcome instrument to assess symptom experience related to surgical wounds in women with vulvar neoplasms - A mixed methods study”. Beate presented a plenary lecture outlining her work during the EONS Spring Convention in The Hague.

Excellence in Patient Education award - Sara Gardyn, Israel - “Pediatric Radiotherapy Educational Booklets”.

Congress Recognition awards - Travel awards were made to 6 nurses in recognition of volunteer work that had been key to EONS delivering its assorted projects. They received a contribution towards the costs of attending the EONS-7 congress in the Hague, the Netherlands. for 21 nurses from member Societies, 13 individual nurse members and 6 recognition awards to nurses whose. EONS thanks Amgen for sponsoring these awards.

EUROPEAN ONCOLOGY NURSING SOCIETY

REPORT OF THE BOARD OF TRUSTEES (continued)

FOR THE YEAR ENDED 31 MARCH 2011

HIGHLIGHTS AND ACHIEVEMENTS (continued)

Four grants were awarded in 2010-11:

Research mentoring grant: As a result of very few applications for the mentoring grant in previous years and no applications for 2010-11 no award was made in 2010-11. Instead, the Board agreed to use the funds to create a research proposal writing workshop that would train nurses in the skills needed to develop a research idea into a clear research proposal. The workshop would support the development of research skills and confidence in a wider group of oncology nurses from across Europe. We invited applications from oncology nurses with a research idea arising from their clinical practice, to attend a 3 day Research Proposal workshop in London, planned for June 2011. Over 20 nurses applied, and 10 were successful. The nurses, from 10 different European countries each had to nominate a research mentor from their own country to support the development of their research proposal following the workshop. The training was scheduled to be held at the Royal Marsden hospital in London from 15-17 June 2011.

The Major Research grant was awarded to Vicki Cleary, Catherine McAuley School of Nursing and Midwifery, University College Cork, Ireland for her research project entitled "Sexuality in women with gynaecological cancer: A nursing education intervention". She received €30,000 to will research the topic for the next 2 years and will report her findings at the appropriate EONS congress.

The Clinical Travel grant was awarded to two nurses in 2010. The grant enables nurses the chance to travel to a centre of oncology nursing excellence. Mette Amundsen, leading oncology nurse at the Vestfold County Hospital Breast Center, Tønsberg, Norway and Sevcan Atay, patient education nurse at the Hacettepe universitesi Onkoloji Hastanesi, Ankara, Turkey were the 2010 winners. Mette undertook a two week visit at the Memorial Sloan-Kettering Cancer Center, Breast Service, Department of Surgery, New York, USA. Sevcan undertook a 4 week visit to the University Hospital of Birmingham, UK. Both will report their learning experience at the EONS General Meeting during the European Multidisciplinary Cancer Congress in Stockholm, 2011. Mette also reported her site visit in the EONS Magazine Spring 2011 issue and Sevcan reported about her experience in the EONS Magazine Summer 2011 issue.

Further details of all award and grant winners can be found on the EONS website:

<http://www.cancernurse.eu/awardsgrants/index.html>

EONS Projects

Every year EONS develops new research and education project to address nurses' unmet needs. These projects are funded through a variety of sources. Importunately, the source of funding does not affect the work delivered since all projects are designed and delivered by the nurses themselves. Projects that are not EONS nurse-driven in all aspects of the work are not accepted for EONS engagement.

EPAAC (European Project for Against Cancer): a new EC funded project designed to foster collaboration between all organisations whose target is to reduce the incidence of cancer in Europe. This European Commission funded project has 36 associated partners from across Europe and over 90 collaborating partners. EONS will deliver a symptom management toolkit as part of work package 7 in collaboration with EHMA. EONS nurses will also contribute to other work packages relating to clinical aspects of the work.

GTMA (getting the message across): a new EONS funded project. In improving the EONS communication toolkit it became clear that some member societies would also value access to similar technological systems. In early 2011 it was agreed that EONS would develop a mentor-supported distance-learning programme designed to assist member societies in improving their IT communication tools. The project would support 12 attendees from 6 national societies to learn about easy to use and access cheap website development, mass email systems and other promotional tools. It was intended that the project would enable societies to keep in closer contact with their members as well as enhance their presence in Europe.

SIOPE, EONS special project: a completed ECCO funded project. This project completed its work and delivered its findings in late 2010. It delivered a guide for better collaborative working between nurses and doctors in clinical paediatric settings; identifying what is needed for truly integrated working between the professions. The resources can be found here: <http://www.siope.eu/SIOPE-EU/English/Education/Courses-Training/page.aspx/204>

Breakthrough Cancer Pain project: a Nycomed funded ongoing project: A working group with 6 oncology nurses and 4 multidisciplinary advisors was formed: The EONS BTCP Working Group. A survey amongst oncology nurses in 12

EUROPEAN ONCOLOGY NURSING SOCIETY

REPORT OF THE BOARD OF TRUSTEES (continued)

FOR THE YEAR ENDED 31 MARCH 2011

HIGHLIGHTS AND ACHIEVEMENTS (continued)

European countries was carried out. The survey demonstrated an unmet educational need and a link between lack of training and/or assessment tools and the ability to distinguish BTCP from background pain and the nurses' confidence in advising patients about BTCP. The writing of three publications communicating the survey results was initiated. Utilising the framework for generating existing EONS Guidelines, the working group initiated the development of a set of nurse-specific evidence- and practice-based guidelines on BTCP management. The overall goal of the guidelines is to support oncology nurses to understand and recognise BTCP and improve the overall management of BTCP for cancer patients.

Febrile neutropenia project: a completed Amgen funded project. A pan-European survey was conducted into clinical nursing practices around the identification and treatment of febrile neutropenia. The outcomes were presented as a poster at the EONS Spring congress, The Hague and developed into a journal publication. The results can be found here: <http://www.cancernurse.eu/research/neutropenia.html>

EONS Projects

PSA project: an EONS and ECCO funded on-going project. This is a multi-phase project was designed to better understand the training needs of nurses and doctors working in the area of prostate cancer. Phase 1 consisted of surveys of cancer nurses and junior doctors and was completed in Feb 2010. Phase 2 started in Feb 2011 with a patient survey. The work was developed in collaboration with Europa Uomo. Results can be found here: http://www.cancernurse.eu/research/prostate_cancer.html

Skin cancer/ melanoma project: a Bristol Myers Squibb ongoing project. Starting in late 2010 this project aimed to develop a skin cancer toolkit which provided a full education package of materials (e.g. prevention, promotion, facts/figures, modules on different treatments, early detection, etc.). It is aimed that toolkit could be launched at either EMCC congress or EONS Spring congress 2012. "Hands on" workshops would ideally used to actively engage the nurses.

FUTURE PLANS

The EONS Executive Board propose to continue to support the development of more user-friendly communication tools with which to better engage the membership. These include the further utilisation and development of the website, re-branding of the newsletter into a magazine and the launch of a monthly newsletter direct to members mailboxes. There is also an ongoing aim to deliver additional training course via the online learning route to overcome the costs and work release issues experienced by many nurses. Change will continue to ensure events, workshops and training that are face-to-face meetings, e.g. the Advisory Council are run across Europe, ensuring easy access for all European nurses. The outcomes from projects will be consolidated in 2011-12. Few new activities will be started. This reflects a cautious approach in response to the changed financial climate and reduced income from congresses and sustaining member support.

PUBLIC BENEFIT

The Trustees have paid due regard to the guidance of the Charity Commission on public benefit when reviewing the charity's aims and objectives and in planning its activities. In particular, before engaging in new activities they have considered how these activities will contribute to the society's objectives as well as the public good.

EONS addresses charitable purposes b, d, f, and j as laid out in the Charities Act:

- b) the advancement of education;
- d) the advancement of health or the saving of lives;
- f) the advancement of the arts, culture, heritage or science;
- j) the relief of those in need, by reason of youth, age, ill-health, disability, financial hardship or other disadvantage;

There are clear benefits to EONS actions. They include:

- giving medical care to people who are sick;
- giving an education;
- promoting the efficiency of other charities

EUROPEAN ONCOLOGY NURSING SOCIETY

REPORT OF THE BOARD OF TRUSTEES (continued)

FOR THE YEAR ENDED 31 MARCH 2011

PUBLIC BENEFIT (continued)

The society reviewed and updated its aims in 2010 following publication of the guidance to Trustees in the matter of public benefit reporting. EONS Trustees act with regard to the guidance, as it is provided in their welcome packs as a core document when they are elected to their roles.

EONS work addresses its current charitable aims as its beneficiaries are appropriate to its aims. See pages 4-5 for details of the mission, vision, values and strategy. Since all of the activities that are approved for engagement must align with the CARE strategy, which in turn must meet address the mission statement, it follows that all activities address the society's charitable aims.

EONS mission statement is: The EONS mission is to promote a healthier future for people affected by cancer, ensuring that they will benefit from the care of well educated, perceptive and proficient cancer nurses.

The aims are structured so as to identify not only the direct recipients of the education, and knowledge EONS delivers (i.e. nurses) but also the indirect recipients (i.e. the cancer patients and their families). These groups make up a highlight significant proportion of the public at large. Although EONS is a membership organisation, access is far from limited. Every step has been taken to ensure equitable and easy access by nurses from across Europe. Some examples are provided below.

Restricting access to information is kept, as a matter of policy, to a minimum. Only a very limited number of highly technical education tools have restricted access and even these are available on request and would not be unreasonably withheld.

In addition to the activities listed above, provided below are examples of EONS activities and/or changes to activities in the reporting period that demonstrate that the society continues to examine and amend its action in order to better meet its charitable aims:

- **Website:** the society tries to provide open access to all of its knowledge through its ever-developing communication tools. The website does not have a member's only area and is updated weekly to ensure that latest information is available to the general public and members alike.
- **Membership structure & education access:** Through the change in membership policy to create a society of societies, all EONS education courses are now automatically available to nurses from across Europe without the need to pay a membership fee to join EONS. Due to the decrease in training leave at hospitals and the reduction in available funds to attend training courses EONS aims to increase its online learning tools in 2011-12 to better improve access to education for all nurses.
- **Membership fee:** The decrease in EONS membership fees for low GDP countries was designed to further increase access to EONS services for those nurses that live in less well developed or financially hard-hit countries. In addition, the membership fees from societies and individuals are deliberately set at a very low rate (see page 3) to ensure wide access and engagement.
- **Collaboration with other professional NGOs:** EONS spends its money wisely by developing new education projects or activities with other not for profit associations representing different aspects of healthcare professions. By these means it ensures that the product not only costs less to deliver but also becomes meaningful to more members of the healthcare team, ensuring all healthcare professionals are working optimally.
- **Access to nurse networks:** EONS training and networking opportunities are organised on a pan-European basis ensuring that nurses are never far from a meeting. The latest policy change, i.e. to move the Advisory Council meeting, will further improve access to peers. Such activities increase the ability of nurses to join education events and therefore decreases inequalities in access to new knowledge, that translate into better clinical practice.

EUROPEAN ONCOLOGY NURSING SOCIETY

REPORT OF THE BOARD OF TRUSTEES (continued)

FOR THE YEAR ENDED 31 MARCH 2011

FINANCIAL REVIEW

The Statement of Financial Activities shows net outgoing resources for the year to 31 March 2011 of €247,112 compared with net incoming resources of €105,067 in 2010; the deficit principally reflects the fall in amounts generated from conferences in 2011. Expenditure has fallen slightly from €438,257 to €418,883.

Reserves at 31 March 2011 consisted of unrestricted funds of €1,206,495 (2010: €1,453,607). Restricted income of €44,410 has been fully utilised in the year.

Reserves policy

The free reserves of the Society at 31 March 2011, which consist of unrestricted funds less the net book value of fixed assets, amounted to €1,201,002 (2010: €1,449,830). The Trustees consider that the Society should maintain minimum reserves of about €500,000, given the projections for the next two years. Given the present economic position and the current uncertainties regarding future grant income, the trustees consider it prudent to retain reserves in excess of that amount. The balance is available for spending on the Society's core activities of communication, research and education. The Board is looking at developing suitable projects for utilising the balance of these funds over the next few years.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 1993, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

AUDITORS

A resolution proposing the re-appointment of haysmacintyre as auditors to the Society will be put to the Annual General Meeting.

On behalf of the Board of Trustees



Birgitte Grube
31 January 2012

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF EUROPEAN ONCOLOGY NURSING SOCIETY

We have audited the financial statements of European Oncology Nursing Society for the year ended 31 March 2011 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's members, as a body, in accordance with Section 43 of the Charities Act 1993 and regulations made under section 44 of that Act. Our audit work has been undertaken so that we might state to the Charity's trustees those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditor

As explained more fully in the Trustees' Responsibilities Statement, the trustees are responsible for the preparation of financial statements which give a true and fair view.

We have been appointed as auditor under section 43 of the Charities Act 1993 and report in accordance with regulations made under section 44 of that Act. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and nonfinancial information in the Governors' Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2011, and of its outgoing resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 1993.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 1993 requires us to report to you if, in our opinion:

- the information given in the Governors' Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

haysmacintyre
Chartered Accountants
Registered Auditors

Fairfax House
15 Fulwood Place
London WC1V 6AY

31 January 2012

EUROPEAN ONCOLOGY NURSING SOCIETY

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2011

	Notes	Unrestricted 2011 €	Restricted 2011 €	Total 2011 €	Total 2010 €
INCOMING RESOURCES					
<i>Voluntary income</i>					
Grants		-	6,194	6,194	34,286
<i>Incoming resources from generated funds:</i>					
Bank interest		18,178	-	18,178	41,881
<i>Charitable Activities</i>					
Subscriptions		76,165	-	76,165	95,800
Projects		6,000	38,216	44,216	17,142
Royalties		1,367	-	1,367	13,849
Conferences		22,521	-	22,521	336,982
Accreditation and Education Income		3,130	-	3,130	3,384
Total incoming resources		<u>127,361</u>	<u>44,410</u>	<u>171,771</u>	<u>543,324</u>
RESOURCES EXPENDED					
Financing costs	1	(920)	-	(920)	(1,747)
<i>Charitable Activities</i>					
Projects		26,124	38,216	64,340	61,545
Grants		31,451	6,194	37,645	78,016
Membership services	2	274,560	-	274,560	255,527
<i>Governance</i>	5	43,258	-	43,258	44,916
Total resources expended		<u>374,473</u>	<u>44,410</u>	<u>418,883</u>	<u>438,257</u>
Net (outgoing)/incoming resources for the year		(247,112)	-	(247,112)	105,067
Balance brought forward at 1 April 2010		<u>1,453,607</u>	-	<u>1,453,607</u>	<u>1,348,540</u>
Balance carried forward at 31 March 2011		<u>€1,206,495</u>	<u>€ -</u>	<u>€1,206,495</u>	<u>€1,453,607</u>

The notes on pages 16 to 18 form part of these financial statements.

The above amounts are shown in euros.

EUROPEAN ONCOLOGY NURSING SOCIETY

BALANCE SHEET

AS AT 31 MARCH 2011

	Notes	2011 €	2010 €
FIXED ASSETS			
Tangible assets	6	5,493	3,777
CURRENT ASSETS			
Debtors	7	21,417	17,812
Cash at bank		1,335,361	1,583,333
		<u>1,356,778</u>	<u>1,601,145</u>
Creditors	8	(155,776)	(151,315)
NET CURRENT ASSETS		<u>1,201,002</u>	<u>1,449,830</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>€1,206,495</u>	<u>€1,453,607</u>
Represented by:			
Unrestricted Funds	9	1,206,495	1,453,607
Restricted Funds	9	-	-
		<u>€1,206,495</u>	<u>€1,453,607</u>

The financial statements were approved by the Board and authorised for issue on 31 January 2012 and signed on its behalf by:

Birgitte Grube
Trustee



The above amounts are shown in euros.

The notes on pages 16 to 18 form part of these financial statements.

EUROPEAN ONCOLOGY NURSING SOCIETY

ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 MARCH 2011

The financial statements have been prepared in accordance with applicable Accounting Standards and the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP 2005).

The Trustees have decided, after reviewing the financial activities of the charity, that the Euro as the functional currency of the charity. Accordingly, the financial statements are prepared in that currency.

The particular policies adopted are described below:-

a) Accounting Convention

The financial statements have been prepared under the historical cost convention.

b) Expenditure

Expenditure is analysed in accordance with the activities of the charity. Support and administration costs, which comprise those costs incurred in running the charity, have been allocated on the bases of estimated time incurred by staff.

c) Fixed Assets

Fixed assets are recorded at cost or, in cases where fixed assets have been donated to the charity, at valuation at the time of donation. Fixed assets are depreciated by 25% per annum on a straight line basis.

d) Donations and Grants

Donations and grants are included in the financial statements for the period when they are receivable.

e) Funds

Unrestricted Funds

These funds are expendable at the discretion of the trustees in furtherance of the objects of the charity.

Restricted Funds

These funds can only be used for particular revenue or capital purposes specified by the donor.

f) Cash Flow Statement

The trustees have taken advantage of the exemptions given in Financial Reporting Standard No 1 and have chosen not to prepare a cash flow statement.

g) Foreign currency

Society transactions are carried out primarily in euros and pounds sterling. Foreign currency balances at the year end are translated into euros at the rate ruling on the balance sheet date. Transactions in currencies other than euros are translated at an estimated average rate for the year.

EUROPEAN ONCOLOGY NURSING SOCIETY

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2011

1. FINANCING COSTS

Financing costs are shown net of exchange gains of €1,518 (2010: €2,079) arising during the year.

2. MEMBERSHIP SERVICES

	2011 €	2010 €
Conference costs	16,492	14,043
Newsletter	44,736	31,818
Membership support costs	181,962	181,999
Accreditation and educational costs	5,800	8,341
Development of website	16,147	13,088
Advertising and branding	9,423	6,238
	<u>€274,560</u>	<u>€255,527</u>

3. MEMBERSHIP SUPPORT COSTS

	2011 €	2010 €
Staff and consultancy costs	151,091	138,467
Meetings (including travel)	3,814	11,812
Office costs	22,950	28,365
Depreciation	2,529	1,467
Other costs, net of recoveries	1,578	1,888
	<u>€181,962</u>	<u>€181,999</u>

4. STAFF COSTS

Staff costs consist of the remuneration of two staff (one part time) who were employed by the Society and associated costs and include salaries totalling €119,528, social security costs of €31,574 and pension contributions of €7,150.

€10,000 was payable to the employer of the President, in respect of her commitment to the Society for the year ended 31 March 2011. In addition, €500 was paid to one trustee for her involvement with the EPE Award.

5. GOVERNANCE COSTS

	2011 €	2010 €
Board meetings	36,345	29,873
Legal advice	-	3,857
Audit fee	6,913	9,986
Accountancy	-	1,200
	<u>€43,258</u>	<u>€44,916</u>

Board meetings include the costs of the General Meeting and advisory meetings and associated travel costs. Trustees received no remuneration during the year for their role as trustees. Included in board meetings is €1,434 payable to trustees as reimbursement for expenses incurred in travelling to board meetings.

EUROPEAN ONCOLOGY NURSING SOCIETY

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2011

6.	TANGIBLE FIXED ASSETS			Office equipment €
	Cost			
	At 1 April 2010			5,869
	Additions in year			4,245
				<u>10,114</u>
	At 31 March 2011			10,114
	Depreciation			
	At 1 April 2010			2,092
	Charge for the year			2,529
				<u>4,621</u>
	At 31 March 2011			4,621
	Net book value			
	At 31 March 2011			€5,493
	At 31 March 2010			<u>€3,777</u>
7.	DEBTORS		2011	2010
			€	€
	Sundry debtors and prepayments		€21,417	€17,812
			<u>€21,417</u>	<u>€17,812</u>
8.	CREDITORS		2011	2010
			€	€
	Accruals and deferred income		€155,776	€151,315
			<u>€155,776</u>	<u>€151,315</u>
9.	FUNDS		Incoming	Outgoing
		At	Resources	Resources
		1 April 2010	€	€
		€	€	€
	<i>Restricted funds</i>			
	Amgen			
	- Target project	-	10,625	(10,625)
	- Titan project	-	3,000	(3,000)
	- Awards	-	6,194	(6,194)
	Nycomed BTCP project	-	24,591	(24,591)
		<u>-</u>	<u>44,410</u>	<u>(44,410)</u>
		-	44,410	(44,410)
	<i>Unrestricted Funds</i>			
		1,453,607	127,361	(374,473)
		<u>1,453,607</u>	<u>127,361</u>	<u>(374,473)</u>
		€1,453,607	€171,771	€(418,883)
		<u>€1,453,607</u>	<u>€171,771</u>	<u>€(418,883)</u>
10.	CAPITAL COMMITMENTS			

There were no commitments for capital expenditure at 31 March 2011 (2010: €Nil).